

## Message Text

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ACTION SIG-03

INFO OCT-01 NEA-10 ISO-00 SSO-00 /014 W

-----106540 131106Z /15

O R 130945Z SEP 78

FM AMEMBASSY JIDDA

TO SECSTATE WASHDC NIACT IMMEDIATE 3271

INFO USLO RIYADH

AMCONSUL DHAHRAN

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E.O. 11652: N/A

TAGS: ASIG, SA

SUBJECT: POST MEMORANDUM - RIYADH

REF: (A) STATE 211869, (B) JIDDA 6528,

(C) USLO/RIYADH 685 NOTAL

1. EMBASSY HEREBY TRANSMITS POST MEMORANDUM - RIYADH, WHICH WAS SUBMITTED TO EMBASSY FOR REVIEW AND COMMENT. EMBASSY ASSUMES RESPONSIBILITY FOR DELAY IN SUBMITTING TO DEPARTMENT.

2. ILLUSTRATIVE ISSUES

A. POLICY FORMULATION/MULTILATERAL DIPLOMACY -- SEE REFTEL (B)

B. MISSION MANAGEMENT:

CHRONIC DELAYS IN STAFFING AND DEPARTMENT INSISTENCE ON ASSIGNING INEXPERIENCED JUNIOR LEVEL OFFICERS MAKE IMPLEMENTATION IN THIS AREA DIFFICULT. ALL SECTIONS ARE HEADED BY BRIGHT, CREATIVE FIRST TOUR PERSONNEL. FSL EMPLOYEES ARE NEITHER TRAINED NOR SELF-STARTING AND REQUIRE CONSTANT DIRECT SUPERVISION.

C. POLITICAL:

POLITICAL REPORTING IS CURRENTLY COORDINATED BY THE LIAISON OFFICER, ASSISTED BY STAFF, WITH THE EMBASSY  
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COUNSELOR FOR POLITICAL AFFAIRS. LABOR REPORTING IS HANDLED THROUGH THE ECONOMIC/COMM SECTION.

D. ECONOMIC:

THE TWO SECTIONS ARE PHYSICALLY SEPARATE BUT DO MAINTAIN CLOSE COORDINATION, ACCESS TO GOVERNMENT REQUIRES CLOSE COOPERATION WITH E/C SECTION EMBASSY JIDDA AND SPECIAL DUTY TO PROVIDE BACKGROUND REPORTING AND LIAISON WITH

USREP/JECOR. PROBLEMS INCLUDE DELAYED PERIODICAL SUP-  
SCRIPTIONS AND THE NECESSITY TO SHARE THE ARABIC TRANSLATOR  
WITH OTHER SECTIONS. COMMERCIAL ACTIVITIES SHOW CONSIDER-  
ABLE PROGRESS IN IMPROVING STAFF AND FACILITIES WITH A  
CONSEQUENT INCREASE IN REPORTING AND SERVICE. HOWEVER,  
COMMERCIAL OFFICERS STILL SPEND MUCH TIME ON OTHER  
MATTERS, PRIMARILY OF A GENERAL SERVICES NATURE.  
TWO CRITICAL NEEDS ARE AN EXPERIENCED SENIOR  
FSL PLUS THE AUTHORIZATION OF THE COMMERCIAL SECRETARY.

E. CONSULAR:

AN ADDITIONAL CONSULAR ASSISTANT WOULD FACILITATE  
COMPLIATION OF INFORMATION BASIC TO POST START-.70: I.E.,  
LAWYER/DOCTOR LISTS AND MINISTRY CONTACTS.

F. ADMINISTRATION:

(A) MOST ADMINISTRATIVE SERVICES HAVE BEEN  
HANDLED ON AN AD HOC BASIS BY THE EMBASSY. THE ADMINIS-  
TRATIVE SECTION HAS NOT BEEN ABLE TO RECRUIT AND RETAIN  
GOOD LOCAL EMPLOYEES DUE TO WAGE/BENEFIT INADEQUACIES--  
WE SIMPLY ARE NOT COMPETITIVE. THE ADDITION OF AN  
EXPERIENCED ADMINISTRATIVE OFFICER SHOULD CORRECT MOST  
DEFICIENCIES RELATING TO GENERAL MANAGEMENT. THE WHOLE  
QUESTION OF LOGISTIC SUPPORT SHOULD BE RE-EXAMINED.  
(B) RIYADH HAS ONLY RECENTLY BEEN ABLE TO ASSIGN  
COMMUNICATIONS DUTIES FULL TIME TO A STAFF OFFICER.  
WORKLOAD PROBLEMS HAVE KEPT THE C&R UNIT FROM PEAK  
PERFORMANCE. COMMUNICATIONS ARE COMPLICATED BY THE LACK  
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OF AN INTEGRAL COMMUNICATIONS CENTER. THIS IS UNDER CON-  
SIDERATION BY THE DEPARTMENT BUT A FINAL DECISION ON  
LOCATION OF THE COMMUNICATIONS CENTER IS CONDITIONED BY  
THE QUESTION OF WHETHER THE LIAISON OFFICE ITSELF SHOULD  
BE RELOCATED. PHYSICAL SECURITY IS UNSATISFACTORY. THE  
ADMINISTRATIVE SECTION NEEDS A FULL-TIME FSL SECRETARY/  
CLEARK.

G. PERSONNEL EVALUATION SYSTEM:

THE QUALITY OF SUPERVISION IS POOR FOR ALL  
LEVELS OF EMPLOYEES, THE POST IS NEW, THE OFFICERS  
BASICALLY FIRST TOUR, AND THE LOCALS IN THE MAIN UNTRAINED.  
OER'S ARE GENERALLY LATE AND POORLY EXECUTED AS MANAGEMENT  
TOOLS. OJT AND COUNSELING IS SPOTTY GIVEN THE INCREASING  
WORK LOAD OF EACH SECTION. RAPID TURNOVER OF FSL STAFF  
PRECLUDES IN-DEPT MANAGEMENT AND PROPER EVALUATION  
TECHNIQUES AT THE MOMENT.

H. CONSTITUENT POSTS:

THIS POST HAS AN UNSURE RELATIONSHIP WITH THE EMBASSY  
IN JIDDA; THE HIGHEST LEVEL MANAGEMENT IS SUPPORTIVE AND  
HIGH IN ITS PRAISE BUT EMBASSY SECTION CHIEFS TEND TO WANT  
TO MORE CLOSELY GUARD THEIR PEROGATIVES AND SEE THIS POST  
AS USURPING SOME OF THEM. ADMINISTRATIVE SUPPORT IS

EXCELLENT WHEN NEEDED FROM THE CONSULATE GENERAL AND SLOW AND TEDIOUS FROM THE EMBASSY. IT IS MORE A QUESTION OF RESPONSE TIME THAN UNRESPONSIVENESS. DUE TO DISTANCE, MUCH NEEDED GUIDANCE BY REPORTING SECTIONS IS RESTRICTED TO TELEPHONE OR VERY HURRIED OVERNIGHT VISITS USUALLY DURING OTHER EXERCISES, WHICH TEND TO TAKE PRECEDENCE.

I. OTHER AGENCIES:

THIS POST, BECAUSE OF ITS PHYSICAL PROXIMITY, DEALS WITH THE LARGEST CONTINGENTS OF COE, SANG, THE JOINT COMMISSION AND USMTM, OUR RELATIONS ARE GOOD AND POST HAS ARRANGED "PERSPECTIVE" VISITS WITH KEY PEOPLE IN THEIR AGENCIES FOR THE INSPECTION. THE OTHER AGENCIES ARE DIVERSE AND POST CHOOSES TO DISCUSS RELATIONSHIPS IN DETAIL DURING THE INSPECTION PERIOD.  
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J. OTHER ACTIVITIES:

ALTHOUGH SMALL THIS POST HAS GROWN EXPONENTIALLY IN THE PAST YEAR; OUR EMPLOYEES ARE FORMING A USRA UNIT. OFFICERS' CHILDREN ATTEND THE INTERNATIONAL SCHOOL AND THE POST ADMINISTRATIVE OFFICER HAS BEGUN TO BUILD A RELATIONSHIP WITH SCHOOL MANAGMENT.

K. SCIENTIFIC AND TECHNOLOGICAL AFFAIRS:

THIS FUNCTION IS ESSENTIALLY HANDLED BY THE EMBASSY, POST STAFF THROUGH ITS WORK THE TRADE MISSIONS AND MINISTRIES AUGMENTS AND AT TIMES CREATES REPORTS IN THIS AREA.

3. THERE ARE TWO MAIN PROBLEM AREAS AT POST THAT CUT ACROSS ALL SECTIONS AND FUNCTIONS.

(1) COMMUNICATIONS - THE ABILITY OF CONSTITUENT POSTS TO COMMUNICATE DIRECTLY AND SECURELY WITH EACH OTHER AND;

(2) PERSONNEL - THE ABILITY TO FILL EACH SECTIONS COMPLEMENT AS ILLUSTRATED ABOVE WITH COMPETENT, ENERGETIC PEOPLE. A THIRD, BUT LESS CRITICAL AREA, IS PHYSICAL SECURITY AT THE POST.

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## Message Attributes

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